



VICTORIA GOVERNMENT GAZETTE.

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Factories and Shops Acts.

DETERMINATION OF THE FRUIT PACKING BOARD.

NOTE.—This Determination applies to the whole of the State of Victoria.

IN accordance with the provisions of the Factories and Shops Acts the Wages Board appointed "to determine the lowest prices or rates which may be paid to any persons or classes of persons (other than persons engaged in wholesale fruit stores within the metropolitan district) employed—

(a) in the process, trade, business, or occupation of preparing, storing, or packing fruit for trade or sale;

(b) in cool stores (exclusively engaged in the cold storage of fruit) attached to any establishment where fruit only is prepared, stored, or packed for trade or sale"—

has made the following Determination, namely:—

1. That on the 12th February, 1948, the last previous Determination of this Board shall be revoked and replaced by this Determination.

WAGES PER WEEK OF 40 HOURS.

2.

Improvers.	Citrus Fruit Packing Establishment		Other Fruit Packing Establishments.*		Other Employees.
	Males.	Females.	Males.	Females.	
	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	<i>s. d.</i>	
Under 16 years of age ..	39 3	39 3	39 3	39 3	
16 to 17 years of age ..	48 2	48 2	48 2	48 2	
17 to 18 years of age ..	59 3	54 0	59 3	54 0	
18 to 19 years of age ..	78 10	74 3	78 10	62 3	
19 to 20 years of age ..	99 9	79 9	99 9	68 5	
20 to 21 years of age ..	120 0	88 1	120 0	76 3	
					<i>Males</i>
					Packers of Citrus fruits
					Packers of fruits other than citrus fruits
					Full cool store hands (i.e., persons who are engaged for at least 75 per cent of their time each week in cool-store chambers)
					Persons bringing fruit from and putting fruit into cool-store chambers.
					Case ladders and nailers—machine
					Case ladders and nailers—hand
					Case wirers
					All others
					<i>Females</i>
					Persons employed in citrus fruit packing establishments
					Packers of fruits other than citrus fruits
					All others

* Provided that any Improver engaged in packing fruit shall be paid the adult weekly wage or piecework price.

Proportion (in any Place).

One improver to every two or fraction of two workers receiving not less than the minimum wage.

NOTE.—The Board determines that no person shall be employed as an apprentice.

PIECEWORK PRICES.

3. The lowest piecework prices payable for the following kinds of work shall be:—

Pears.

	Any Standard Bushel Container.	Keros.	Full Pines.
Bench packing—	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized pears, including lidding	6 $\frac{3}{4}$	7 $\frac{3}{4}$	9 $\frac{3}{4}$
Wrapping and packing unsized pears, no lidding	6 $\frac{1}{4}$	6 $\frac{1}{4}$	8 $\frac{1}{4}$
Packing unsized naked pears, including lidding	6	6 $\frac{1}{2}$	8 $\frac{1}{2}$
Packing unsized naked pears, no lidding	5 $\frac{1}{2}$	6	8
Packing pears into market flats, no lidding	6 $\frac{3}{4}$
Other packing—			
Wrapping and packing pears off sizing machine, no lidding	4 $\frac{3}{4}$	5 $\frac{1}{4}$	7
Wrapping and packing or packing naked unsized pears, no lidding	5 $\frac{1}{4}$	6	8
Wrapping and packing or packing naked sized pears, no lidding	4 $\frac{1}{4}$	5	6 $\frac{3}{4}$
Wiping—			
Wiping pears by hand	5 $\frac{1}{4}$	6	8
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding	3 $\frac{3}{4}$	4 $\frac{1}{4}$	6 $\frac{1}{4}$
Grading and sizing into two size groups and placing loose in cases, no lidding	3 $\frac{3}{4}$	4 $\frac{3}{4}$	6 $\frac{1}{4}$
Grading (no sizing) and placing loose in cases, no lidding	3 $\frac{3}{4}$	4 $\frac{1}{4}$	6 $\frac{3}{4}$

Apples.

	Any Standard Bushel Container.	Keros.	Full Pines.
Bench packing—	<i>d.</i>	<i>d.</i>	<i>d.</i>
Wrapping and packing unsized apples, including lidding	6 $\frac{3}{4}$	7 $\frac{3}{4}$	9 $\frac{3}{4}$
Wrapping and packing unsized apples, no lidding	6 $\frac{1}{4}$	6 $\frac{3}{4}$	8 $\frac{3}{4}$
Packing unsized naked apples, including lidding	6	6 $\frac{1}{2}$	8 $\frac{1}{2}$
Packing unsized naked apples, no lidding	5 $\frac{1}{2}$	6	8
Other packing—			
Wrapping and packing apples off sizing machine, no lidding	4 $\frac{1}{4}$	5	6 $\frac{3}{4}$
Wrapping and packing or packing naked sized apples, no lidding	4 $\frac{1}{4}$	5	6 $\frac{3}{4}$
Wrapping and packing or packing naked unsized apples, no lidding	5	5 $\frac{3}{4}$	7 $\frac{3}{4}$
Wiping—			
Wiping apples by hand	3 $\frac{3}{4}$	4 $\frac{1}{4}$	6 $\frac{1}{4}$
Grading and sizing—			
Grading and sizing into quarters and placing loose in cases, no lidding	3 $\frac{3}{4}$	4 $\frac{1}{4}$	6 $\frac{1}{4}$
Grading and sizing into two size groups and placing loose in cases, no lidding	3 $\frac{3}{4}$	4 $\frac{1}{4}$	6 $\frac{1}{4}$
Grading (no sizing) and placing loose in cases, no lidding	3 $\frac{3}{4}$	4 $\frac{1}{4}$	6 $\frac{1}{4}$

Plums.

	Per Half Case.
Wrapping and packing or packing naked plums, no lidding	<i>d.</i> 5
Wrapping and packing or packing naked plums which includes bringing out of and putting into cool store, bringing to and taking away from bench, lidding, branding, and/or labelling	7

Peaches, Apricots, and Nectarines.

	Per Case.
Packing naked peaches, apricots, or nectarines—Count 100-140	<i>d.</i> 6 $\frac{1}{2}$
Packing naked peaches, apricots, or nectarines—Count 150-240	7
Packing naked peaches, apricots, or nectarines—Count 268-320	9 $\frac{1}{2}$
Unpacked, placed loose in case	5

Lemons.

	Per Case.
Packed within 30-mile radius of General Post Office, Melbourne—	<i>d.</i>
Wrapping and packing lemons into any standard bushel case, including lidding, branding, and/or labelling	6
Packing naked lemons into any standard bushel case	4 $\frac{1}{2}$

Lemons—continued

		Per 1,000 Lemons.	
		s.	d.
Packed outside 30-mile radius of General Post Office, Melbourne—			
Wrapping and packing lemons into any standard bushel case	2	3½
Packing naked lemons into any standard bushel case	1	3½

Oranges and Mandarins.

		Per 1,000 Oranges or Mandarins.	
		s.	d.
Wrapping and packing oranges or mandarins	2	3½
Packing naked oranges or mandarins	1	3½

WIRING.

4. Where a pieceworker is called on to wire cases he shall be paid ¼d. per case for all cases wired.

CONDITIONS OF PIECEWORK.

5. (a) All of the rates set out under Bench Packing, Wiping, Grading and Sizing, in clause (3), include bringing the fruit to and taking away from bench, bringing fruit out from and putting fruit into cool stores, branding and/or labelling, attaching, and marking stickers.

(b) Where fruit has been accurately sized into quarters prior to being packed the rates set out for unsized bench packing may be reduced ¼d. per standard bushel container or kero. case, and ¾d. per full pine case. Accurately sized shall mean not more than two sizes in any one container.

(c) No pieceworker shall be called upon to pack more than one grade of fruit at a time. Every lug box or kero. box of fruit presented to a packer for packing shall be deemed to contain one bushel of fruit; every full sized pineapple box of fruit presented to a packer for packing shall be deemed to contain one and one-third bushels of fruit; every five dump boxes of fruit presented to a packer for packing shall be deemed to contain four bushels of fruit, and the packer shall be paid 4d. per bushel for all fruit short packed, less 10 per cent. of the number of cases presented to him for packing.

(d) Pieceworkers shall not be entitled to overtime rates for piecework done outside the times of beginning and ending work.

HOURS FOR A WEEK'S WORK.

6. The number of hours to constitute an ordinary week's work shall be 40 to be worked in five days Monday to Friday (inclusive) between the hours of 7 a.m. and 5 p.m.

OVERTIME.

7. The following rates shall be paid for work done:—

(a) Outside the times of beginning and ending work as prescribed in clause 6 together with all time worked in excess of eight hours per day within such times—Time and a half for the first four hours and double time thereafter.

(b) On Saturday—

- (i) between 8 a.m. and 12 noon—Time and a half;
(ii) before 8 a.m. and after 12 noon—Double time.

TERMS OF ENGAGEMENT.

8. (a) Employees are to be engaged as weekly or casual employees. A weekly employee is one engaged by the week and paid by the week, and whose engagement shall be terminable by one week's notice on either side, such notice not to be continued from week to week.

(b) After one full week's work, such notice may be given to a weekly employee at any time, but an employer may pay one week's wages in lieu of notice.

(c) Casual employees shall be guaranteed not less than two hours' engagement every start.

(d) A weekly employee to be entitled to the weekly wage shall be available, ready, and willing to perform his or her usual work during the days and hours usually worked by such class of employee, and may be summarily dismissed for dishonesty, misconduct, neglect of duty, or for absence from work without reasonable cause, and in the event of such dismissal the employee shall be paid only for the time actually worked.

(e) Where an employer is not satisfied as to the reason of an employee, whether a time worker or pieceworker, absenting himself or herself from work, the employer may deduct from the wages of such employee the time he or she has been so absent unless the absence of an employee was due to sickness, in which case the employer shall make no deduction for such sickness, provided that an employee shall not be entitled to payment for non-attendance on the ground of sickness for more than 40 hours of working time in each year whether in the employ of one or several employers.

For the purpose of administering sub-clause (e) hereof, an employer may within two weeks of the employee entering his employment require the employee to make a sworn declaration or other written statement as to what paid leave of absence he has had from any employer during the then current year, and upon such statement the employer shall be entitled to rely and act.

(f) If the full period of sick leave as prescribed in sub-clause (e) hereof is not taken in any year, such portion as is not taken shall be cumulative from year to year up to a period of 160 hours of working time which shall be the maximum amount of leave to which an employee may be entitled in any year without deduction of pay.

For the purposes of this sub-clause service prior to 12th February, 1948, shall be disregarded.

CASUAL WORK.

9. Casual work, i.e., work for less than two full weeks, shall be paid for at the following rates:—

Adult male employees	4s. 6d. per hour.
Other employees	Ordinary wages rate with an addition of thirty-three and one-third per centum.

SPECIAL RATES FOR SUNDAYS AND PUBLIC HOLIDAYS.

10. Pieceworkers shall be paid rate and a half, and all other employees double time for all work done on Sunday, New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day; but if any other day be by Act of Parliament or Proclamation substituted for any of the above-named holidays, the special rate shall only be payable for work done on the days so substituted.

HOLIDAYS.

11. Weekly employees shall be granted the following holidays without deduction of pay:—The days observed as New Year's Day, Australia Day, Good Friday, Easter Monday, Labour Day, Anzac Day, King's Birthday, Christmas Day, and Boxing Day.

All employees working on piecework shall be granted the following holidays:—Christmas Day, Good Friday and Anzac Day, and they shall be paid for such holidays the amount for each holiday based on the minimum weekly wage as set out in this Determination for the class of work performed.

ANNUAL HOLIDAY.

12. The annual holiday shall be as prescribed by the provisions of the *Factories and Shops (Annual Holidays) Act 1946* (No. 5111), and any amendments which may be made thereto from time to time.

(In his or her own interests each employer of labour should obtain a copy of the above Act, which may be purchased from the Government Printer, Melbourne, at a cost of 9d., plus postage.)

REST PERIOD.

13. A rest period of ten minutes each morning and afternoon shall be given to all employees without any deduction from wages.

TEA MONEY.

14. Any employee called upon to work for more than two hours after the usual knocking off time shall be paid 2s. 6d. tea money in addition to any overtime payment.

TIME BOOK OR OTHER RECORD.

15. Every employee shall indelibly record daily his or her correct times of beginning and ending work in a book or on time cards or by a mechanical contrivance, which shall be furnished by the employer.

RIGHT OF ENTRY OF UNION OFFICIAL.

16. A duly accredited representative of the Federated Storemen and Packers' Union of Australia shall have the right to enter employers' establishments for the purpose of interviewing employees on legitimate union business on the following conditions:—

- (a) That he produces his authority to the employer or his representative.
- (b) That not more than one representative in all be in any establishment at any one time.
- (c) That no one representative visit an establishment more than once a fortnight.
- (d) That if an employer alleges that a representative is unduly interfering with his establishment or is creating disaffection amongst his employees or is offensive in his methods or is committing a breach of any of the previous conditions, such employer may refuse the right of entry, but the representative shall have the right to bring such refusal before this Wages Board.

P. A. RANGLES, J.P., Chairman.

J. V. WILLOX, Secretary.

Melbourne, 11th February, 1948.